

# Pay Structure from a Correctional Officer's Perspective

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# Hiring and Retention

- Things needing to be addressed
  - Career Development or Pay Advancement System
  - Employee Will Not Rise Above Starting Pay from Start to End of Their Careers
  - If we want to address our retention and hiring issues, this has to change

# Disparity Between Custody Levels

- New Correctional Officer III earns almost as much as a 15-year Correctional Officer I
- New Correctional Officer III could earn more than a veteran Correctional Officer II
- Placing none to very little value on the experience of the lower custody level employees

# Proposed New Career Development Structure

- State Highway Patrol had career development structure in place where a new trooper reached max pay in 9 years
- In a prior budget year, approval was made for a six year cap plan
- An example that I have used in discussions with my coworkers is as follows:
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	Trainee	Correctional Officer I	Correctional Officer II	Correctional Officer III
• Minimum Custody	\$	Starting Pay	Mid-Range	Max Pay
• Medium Custody	\$	Starting Pay	Mid-Range	Max Pay
• Close Custody	\$	Starting Pay	Mid-Range	Max Pay

# Explanation of Above Structure

- Newly hired Correction Officer would begin as a Correctional Officer Trainee
  - New Employee Orientation Week, 6 weeks of basic training, and the field training period
  - Upon Completion of Field Training, Trainee would move to Correctional Officer I

# Continuation of Explanation

- Correctional Officer I would remain as such for three years, at which time, a promotion to Correctional Officer II would occur
- Correctional Officer II would remain as such for three years, at which time, a promotion to Correctional Officer III would occur
- Steps insure that officers are recognized for their experience, learned skills, and dedication
- A newly hired correctional officer also has a light at the end of the tunnel for their pay
- Same format could be implanted into the ranking chain of command

# Site Adjustment

- Increased Danger in higher custody level facilities
- Currently, a Correctional Officer III (Close Custody) earns approximately 10% more than a Correctional Officer II (Medium Custody)
- Same Correctional Officer III earns approximately 20% more than a Correctional Officer I
- Using the prior proposed career development plan, a newly hired Correctional Officer I at a Minimum Custody Facility would make starting pay plus no site adjustment
- Newly hired Correctional Officer I at a Medium Custody Facility would make starting pay plus 10% site adjustment
- New hired Correctional Officer I at a Close Custody Facility would make starting pay plus 20% site adjustment
- As these employees are promoted through Career Development Plan, pay remains identical, but higher custody levels are compensated for increased danger levels